Personality

Chapter 12

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Chapter 12 Learning Objective Menu

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Personality

- Personality - the unique and relatively stable ways in which people think, feel, and behave.
- Character - value judgments of a person's moral and ethical behavior.
- Temperament - the enduring characteristics with which each person is born.

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Four Perspectives in Study of Personality

- Psychoanalytic
- Behavioristic (including social cognitive theory)
- Humanistic
- Trait perspectives

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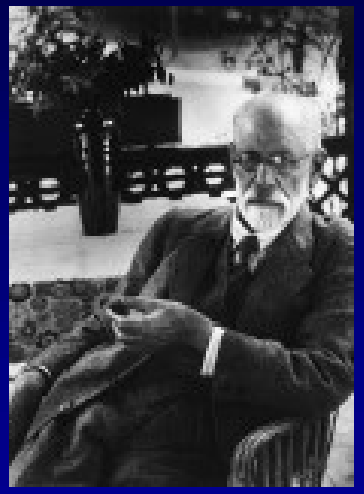
Sigmund Freud

- Founder of the psychoanalytic movement in psychology.
- Europe during the Victorian age.
  - Men were understood to be unable to control their "animal" desires at times, and a good Victorian husband would father several children with his wife and then turn to a mistress for sexual comfort, leaving his virtuous wife untouched.
  - Women, especially those of the upper classes, were not supposed to have sexual urges.
  - Backdrop for this theory.



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Divisions of Consciousness

- Preconscious mind - level of the mind in which information is available but not currently conscious.
- Conscious mind - level of the mind that is aware of immediate surroundings and perceptions.
- Unconscious mind - level of the mind in which thoughts, feelings, memories, and other information are kept that are not easily or voluntarily brought into consciousness.
  - Can be revealed in dreams and Freudian slips of the tongue.

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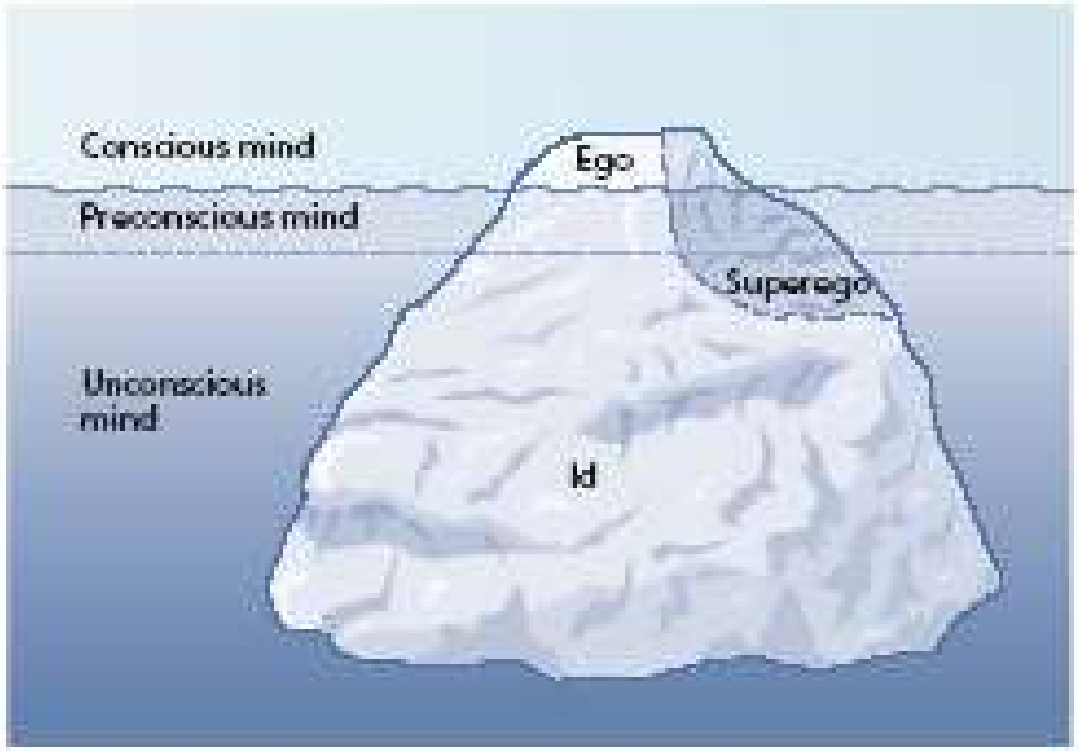
LO 12.2 Freud's view of the divisions of the conscious mind

FIGURE 12.1 **Freud's Conception of the Personality** This iceberg represents the three levels of the mind. The part of the iceberg visible above the surface is the conscious mind. Just below the surface is the preconscious mind, everything that is not yet part of the conscious mind. Hidden deep below the surface is the unconscious mind, feelings, memories, thoughts, and urges that cannot be easily brought into consciousness. While two of the three parts of the personality (ego and superego) exist at all three levels of awareness, the id is completely in the unconscious mind.



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Freud's Theory: Parts of Personality

- Id - part of the personality present at birth and completely unconscious.
  - Libido - the instinctual energy that may come into conflict with the demands of a society's standards for behavior.
  - Pleasure principle - principle by which the id functions; the immediate satisfaction of needs without regard for the consequences.
- Ego - part of the personality that develops out of a need to deal with reality, mostly conscious, rational, and logical.
  - Reality principle - principle by which the ego functions; the satisfaction of the demands of the id only when negative consequences will not result.
- Superego - part of the personality that acts as a moral center.
  - Ego ideal - part of the superego that contains the standards for moral behavior.
  - Conscience - part of the superego that produces pride or guilt, depending on how well behavior matches or does not match the ego ideal.

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Freud's Theory: Stages of Personality Development

- Fixation - disorder in which the person does not fully resolve the conflict in a particular psychosexual stage, resulting in personality traits and behavior associated with that earlier stage.
- Psychosexual stages - five stages of personality development proposed by Freud and tied to the sexual development of the child.

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Freud's Theory: Stages of Personality Development

- Oral stage - first stage occurring in the first year of life in which the mouth is the erogenous zone and weaning is the primary conflict. Id dominated.

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Freud's Theory: Stages of Personality Development

- Anal stage - second stage occurring from about 1 to 3 years of age, in which the anus is the erogenous zone and toilet training is the source of conflict. Ego develops.
  - Anal expulsive personality - a person fixated in the anal stage who is messy, destructive, and hostile.
  - Anal retentive personality - a person fixated in the anal stage who is neat, fussy, stingy, and stubborn.

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Freud's Theory: Stages of Personality Development

- Phallic stage - third stage occurring from about 3 to 6 years of age, in which the child discovers sexual feelings. Superego develops.

  - Oedipus complex- situation occurring in the phallic stage in which a child develops a sexual attraction to the opposite-sex parent and jealousy of the same-sex parent.
  - Identification - defense mechanism in which a person tries to become like someone else to deal with anxiety.

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Freud's Theory: Stages of Personality Development

- Latency - fourth stage occurring during the school years, in which the sexual feelings of the child are repressed while the child develops in other ways.
- Genital – sexual feelings reawaken with appropriate targets.

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LO 12.4 Freud's stages of personality development

TABLE 12.1 FREUD'S PSYCHOSEXUAL STAGES

Stage	Age	Focus of Pleasure	Focus of Conflicts	Difficulties at This Stage Affect Later...
Oral	Birth to 1½ years old	Oral activities (such as sucking, feeding, and making noises with the mouth)	Weaning	• Ability to form interpersonal attachments • Basic feelings about the world • Tendency to use oral forms of aggression, such as sarcasm • Optimism or pessimism • Tendency to take charge or be passive
Anal	1½ to 3 years old	Bowel and bladder control	Toilet training	• Sense of competence and control • Stubbornness or willingness to go along with others • Neatness or messiness • Punctuality or tardiness
Phallic	3 to 6 years old	Genitals	Identification with parent of the same sex as the child	• Development of conscience and guilt • Pride or humility
Latency	6 years old to puberty	Social skills (such as the ability to make friends) and intellectual skills Dormant period in terms of psychosexual development	School, play, same-sex friendships	• Ability to get along with others
Genital	Puberty to death	Sexual behavior	Sexual relationship with partner	• Immature love or indiscriminate hate • Uncontrollable working or inability to work

Note: Freud thought that the way a person finds pleasure or is prevented from satisfying urges for pleasure at each stage affects personality. Thus, like Erikson's stage model, described in Chapter Seven, Freud's model argues that the way a person deals with particular psychological challenges or potential areas of conflict has long-term effects on personality.

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Freud's Psychoanalysis

- Psychoanalysis - Freud's term for both the theory of personality and the therapy based on it.

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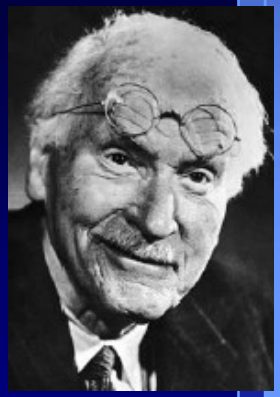
Neo-Freudians

- Neo-Freudians - followers of Freud who developed their own competing theories of psychoanalysis.
  - Jung developed a theory of a collective unconscious.
    - Personal unconscious - Jung's name for the unconscious mind as described by Freud.
    - Collective unconscious – Jung's name for the memories shared by all members of the human species.
    - Archetypes - Jung's collective, universal human memories.



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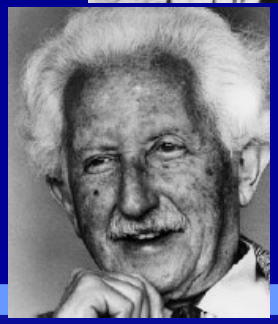
Neo-Freudians

- Adler proposed feelings of inferiority as the driving force behind personality and developed birth order theory.
- Horney developed a theory based on basic anxiety and rejected the concept of penis envy.
  - Basic anxiety - anxiety created when a child is born into the bigger and more powerful world of older children and adults.
  - Neurotic personalities – maladaptive ways of dealing with relationships in Horney's theory.

- Erikson developed a theory based on social rather than sexual relationships, covering the entire life span.



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Modern Psychoanalytic Theory

- Current research has found support for:
  - Defense mechanisms
  - Concept of an unconscious mind that can influence conscious behavior
- Other concepts cannot be scientifically researched.

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Behaviorism and Personality

- Behaviorists define personality as a set of learned responses or habits.
  - Habits - in behaviorism, sets of well-learned responses that have become automatic.
- Social cognitive learning theorists – theorists who emphasize the importance of both the influences of other people's behavior and of a person's own expectancies on learning.
- Social cognitive view – learning theory that includes cognitive processes such as anticipating, judging, memory, and imitation of models.

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Behaviorism and Personality

- Reciprocal determinism - Bandura's explanation of how the factors of environment, personal characteristics, and behavior can interact to determine future behavior.
- Self-efficacy – individual's perception of how effective a behavior will be in any particular circumstance (NOT the same as self-esteem).

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12.7 How behaviorists explain personality

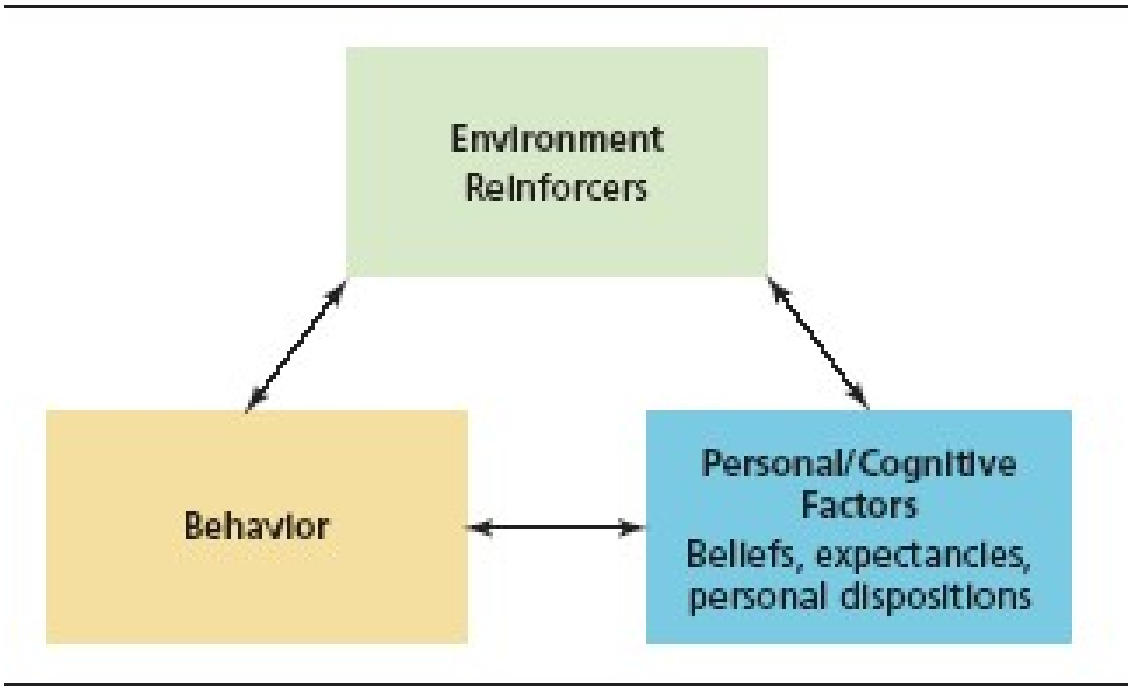

FIGURE 12.2 **Reciprocal Determinism** In Bandura's model of reciprocal determinism, three factors influence behavior: the environment, which consists of the physical surroundings and the potential for reinforcement; the person (personal/cognitive characteristics that have been rewarded in the past); and the behavior itself, which may or may not be reinforced at this particular time and place.

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Humanistic Theories of Personality

- Humanistic perspective - the "third force" in psychology that focuses on those aspects of personality that make people uniquely human, such as subjective feelings and freedom of choice.
- Developed as a reaction against the negativity of psychoanalysis and the deterministic nature of behaviorism.

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Roger's Theory of Personality

- Self-actualizing tendency – the striving to fulfill one's innate capacities and capabilities.
- Self-concept - the image of oneself that develops from interactions with important, significant people in one's life.
- Self - archetype that works with the ego to manage other archetypes and balance the personality.
- Real self - one's perception of actual characteristics, traits, and abilities.
- Ideal self - one's perception of whom one should be or would like to be.

"It's always 'Sit,' 'Stay,' 'Heel'–never 'Think,' 'innovate,' 'Be yourself.'"

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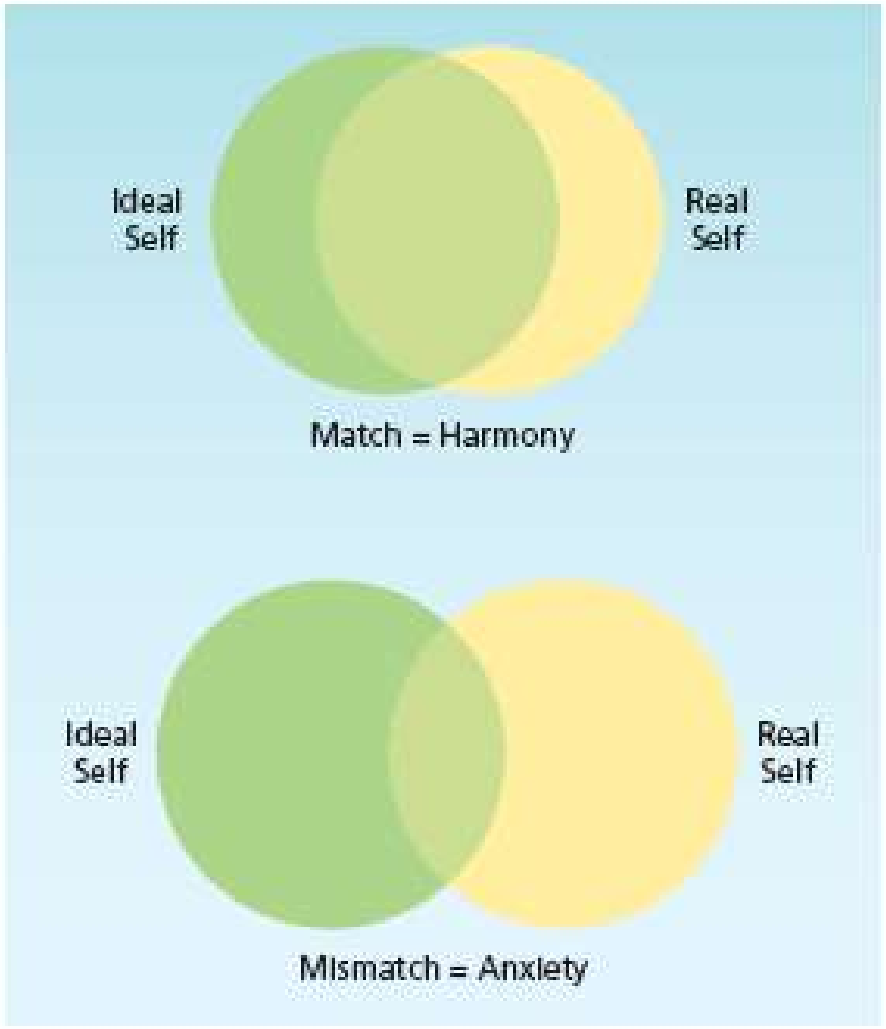
LO 12.9 Roger's view of self

FIGURE 12.3 **Real and Ideal Selves** According to Rogers, the self-concept includes the real self and the ideal self. The real self is a person's actual perception of traits and abilities, where as the ideal self is the perception of what a person would like to be or thinks he or she should be. When the ideal self and the real self are very similar (matching), the person experiences harmony and contentment. When there is a mismatch between the two selves, the person experiences anxiety and may engage in neurotic behavior.



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Roger's Theory of Personality

- Positive regard – warmth, affection, love, and respect that come from significant others in one's life.
- Unconditional positive regard - positive regard that is given without conditions or strings attached.
- Conditional positive regard- positive regard that is given only when the person is doing what the providers of positive regard wish.
- Fully functioning person – a person who is in touch with and trusting of the deepest, innermost urges and feelings.

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Trait Theories of Personality

- Trait theories - theories that endeavor to describe the characteristics that make up human personality in an effort to predict future behavior.
  - Trait - a consistent, enduring way of thinking, feeling, or behaving.
- Allport first developed a list of about 200 traits and believed that these traits were part of the nervous system.
- Cattell reduced the number of traits to between 16 and 23 with a computer method called factor analysis.

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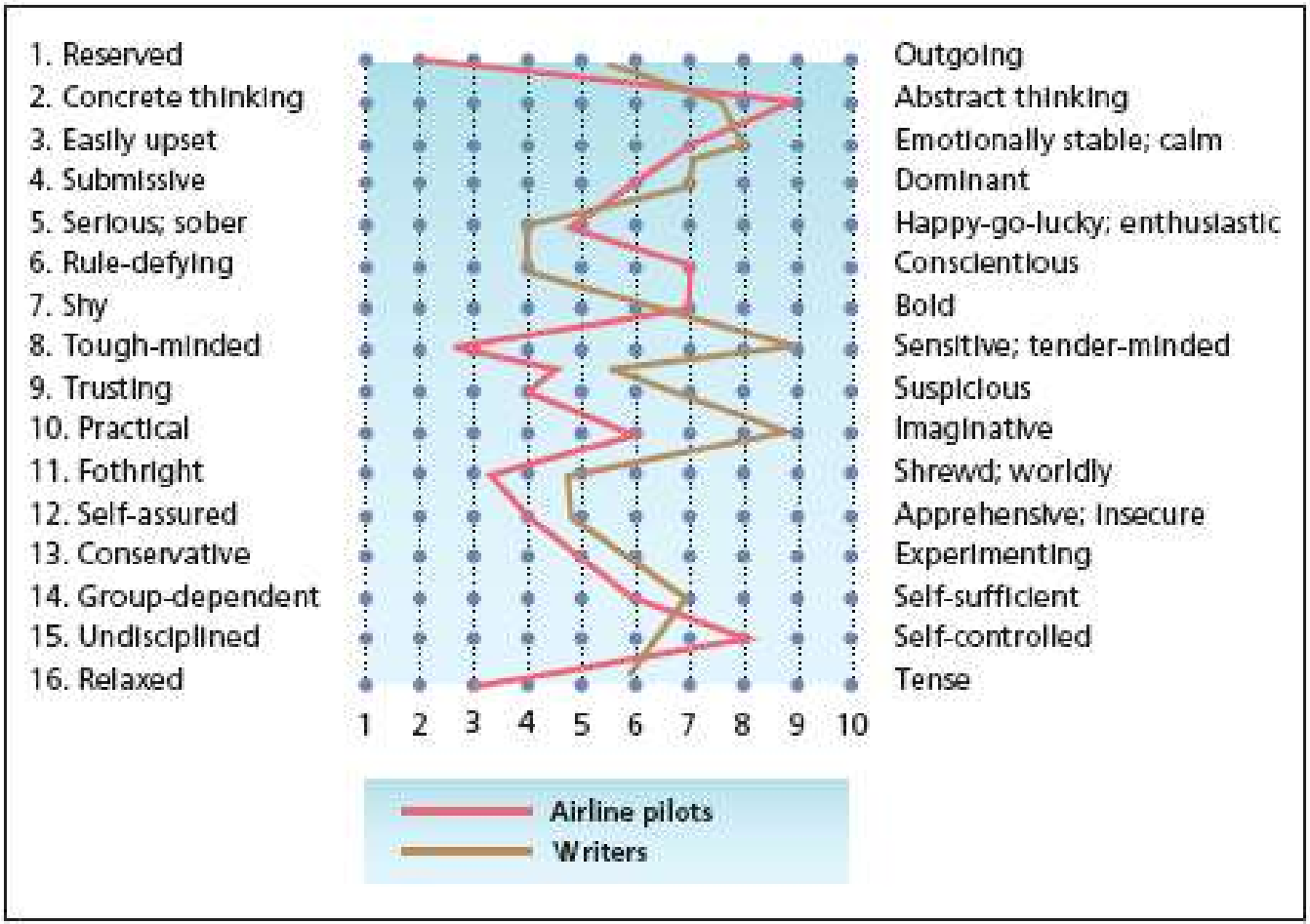
LO 12.10 Trait perspective

FIGURE 12.4 **Cattell's Self-Report Inventory** This is an example of personality profiles based on Cattell's 16PF self-report inventory. The two groups represented are airline pilots and writers. Notice that airline pilots, when compared to writers, tend to be more controlled, relaxed, self-assured, and far less sensitive. Writers, on the other hand, were more imaginative and better able to think abstractly.
Source: Cattell, 1973; Cattel et al., 1993.



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Trait Theories of Personality

- Surface traits - aspects of personality that can easily be seen by other people in the outward actions of a person.
- Source traits - the more basic traits that underlie the surface traits, forming the core of personality.
  - Example: *Introversion* - dimension of personality in which people tend to withdraw from excessive stimulation.

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The Big Five Theory

- Five-factor model (Big Five) - model of personality traits that describes five basic trait dimensions.
  - Openness - one of the five factors; willingness to try new things and be open to new experiences.
  - Conscientiousness - the care a person gives to organization and thoughtfulness of others; dependability.

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The Big Five Theory

- Extraversion - dimension of personality referring to one's need to be with other people.
  - Extraverts - people who are outgoing and sociable.
  - Introverts - people who prefer solitude and dislike being the center of attention.
- Agreeableness - the emotional style of a person that may range from easygoing, friendly, and likeable to grumpy, crabby, and unpleasant.
- Neuroticism - degree of emotional instability or stability.

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TABLE 12.2 THE BIG FIVE

High Scorer Characteristics	Factor (OCEAN)	Low Scorer Characteristics
Creative, artistic, curious, imaginative, nonconforming	**Openness (O)**	Conventional, down-to-earth, uncreative
Organized, reliable, neat, ambitious	**Conscientiousness (C)**	Unreliable, lazy, careless, negligent, spontaneous
Talkative, optimistic, sociable, affectionate	**Extraversion (E)**	Reserved, comfortable being alone, stays in the background
Good-natured, trusting, helpful	**Agreeableness (A)**	Rude, uncooperative, irritable, aggressive, competitive
Worrying, insecure, anxious, temperamental	**Neuroticism (N)**	Calm, secure, relaxed, stable

Source: Adapted from McRae & Costa, P. T. (1990).

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Trait Theories Today

- Cross-cultural research has found support for the five-factor model of personality traits in a number of different cultures.
  - Future research will explore the degree to which child-rearing practices and heredity may influence the five personality factors.
- Trait–situation interaction - the assumption that the particular circumstances of any given situation will influence the way in which a trait is expressed.

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Biology and Personality

- Behavior genetics - a field of study of the relationship between heredity and personality.
  - Twin and adoption studies have found support for a genetic influence on many personality traits.

James Arthur Springer and James Edward Lewis, otherwise known as the "Jim" twins. Although separated shortly after birth and reunited at age 39, they exhibited many similarities in personality and personal habits.

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LO 12.12 Biology and heredity's role in personality

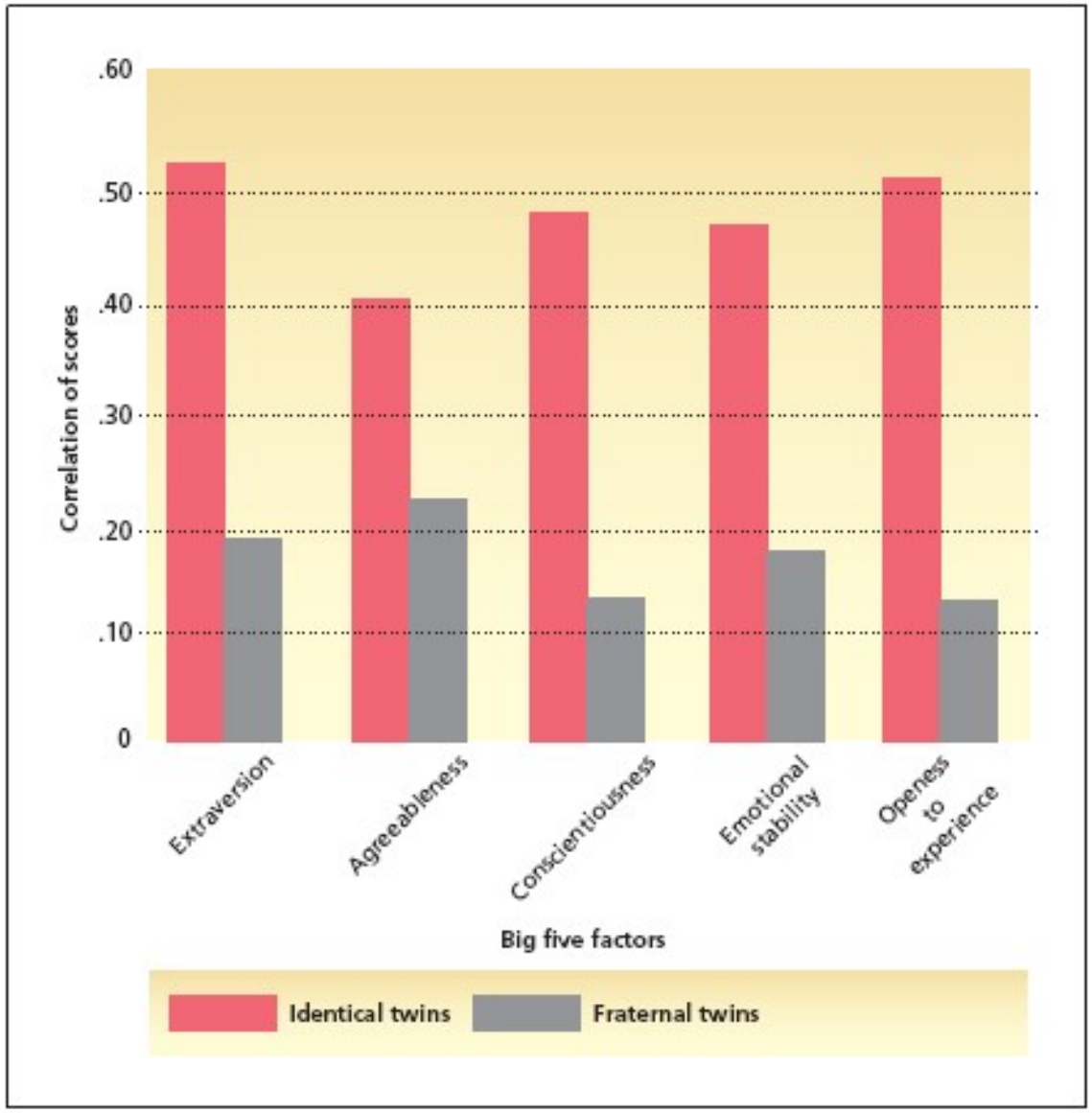

FIGURE 12.5 **Personalities of Identical and Fraternal Twins** Identical and fraternal twins differ in the way they express the Big Five personality factors. The scores of identical twins have a correlation of about 50 percent, whereas those of fraternal twins have a correlation of only about 15 to 20 percent. These findings give support to the idea that some aspects of personality are genetically based.
Source: Loehlin (1992)

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Cultural Personality

- Four basic dimensions of personality along which cultures may vary:
  1. individualism/collectivism
  2. power distance
  3. masculinity/femininity
  4. uncertainty avoidance

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Measuring Personality: Interviews

- Interview - method of personality assessment in which the professional asks questions of the client and allows the client to answer, either in a structured or unstructured fashion.
- Halo effect – tendency of an interviewer to allow positive characteristics of a client to influence the assessments of the client's behavior and statements.

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Measuring Personality: Projective Tests

- Projection - defense mechanism involving placing, or "projecting," one's own unacceptable thoughts onto others, as if the thoughts actually belonged to those others and not to oneself.
- Projective tests – personality assessments that present ambiguous visual stimuli to the client and ask the client to respond with whatever comes to mind.
- Rorschach inkblot test - projective test that uses 10 inkblots as the ambiguous stimuli.
- Thematic Apperception Test (TAT) - projective test that uses 20 pictures of people in ambiguous situations as the visual stimuli.
- Subjective - concepts and impressions that are only valid within a particular person's perception and may be influenced by biases, prejudice, and personal experiences. This is a problem with projective tests.

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LO 12.15 Using projective tests to measure personality

FIGURE 12.6 **Rorschach Inkblot Example** One of the Rorschach inkblots. A person being tested is asked to tell the interviewer what he or she sees in this inkblot. Answers are neither right nor wrong, but may reveal unconscious concerns. What do you see in this inkblot?

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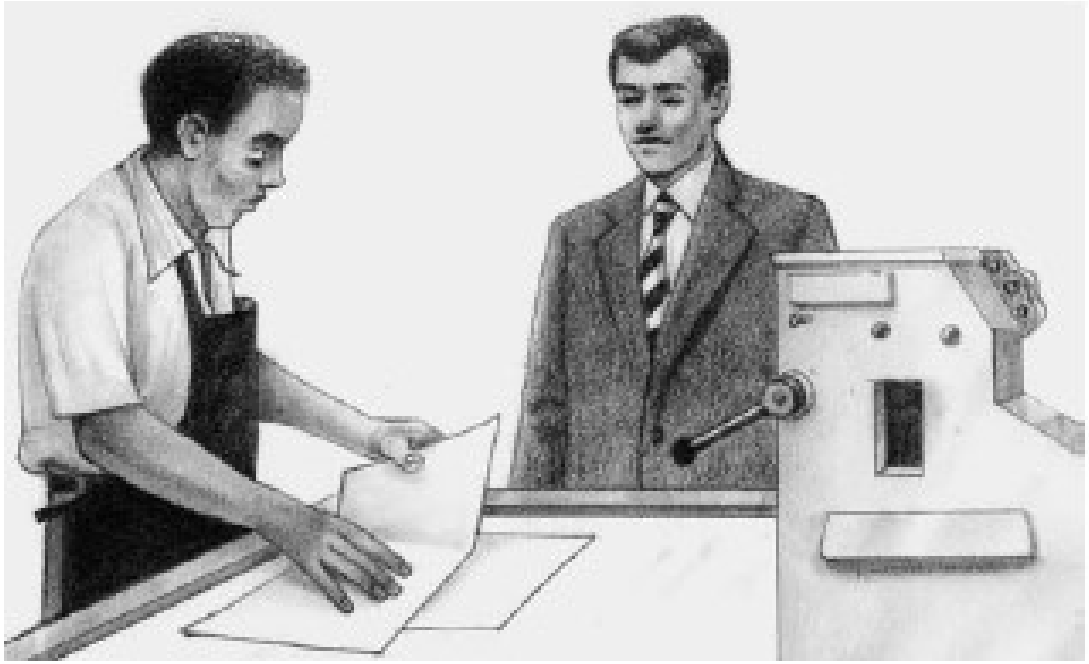
LO 12.15 Using projective tests to measure personality

FIGURE 12.7 **Thematic Apperception Test Example**
A sample from the Thematic Apperception Test (TAT). When you look at this picture, what story does it suggest to you? Who are the people? What is their relationship?



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Measuring Personality: Behavioral Measures

- Direct observation – assessment in which the professional observes the client engaged in ordinary, day-to-day behavior in either a clinical or natural setting.
- Rating scale- assessment in which a numerical value is assigned to specific behavior that is listed in the scale.
- Frequency count – assessment in which the frequency of a particular behavior is counted.

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Measuring Personality: Personality Inventory

- Personality inventory - paper and pencil or computerized test that consists of statements that require a specific, standardized response from the person taking the test.
  - NEO-PI - based on the five-factor model
  - Myers-Briggs Type Indicator - based on Jung's theory of personality types.
  - MMPI-2 - designed to detect abnormal personality.

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TABLE 12.3 WHO USES WHAT METHOD?

Type of Assessment	Most Likely Used By . . .
Interviews	Psychoanalysts, Humanistic Therapists
Projective Tests:	Psychoanalysts
Rorschach	
Thematic Apperception Test	
Behavioral Assessments:	Behavioral and Social-Cognitive Therapists
Direct Observation	
Rating Scales	
Frequency Counts	
Personality Inventories:	Trait Theorists
Sixteen Personality Factor Questionnaire (16PF)	
Neuroticism/Extraversion/Openess Personality Inventory (NEO-PI)	
Myers-Briggs Type Indicator (MBTI)	
Eysenck Personality Questionnaire (EPQ)	
Keirsey Temperament Sorter II	
California Psychological Inventory (CPI)	

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Personality Tests and Internet

- There are numerous personality tests available on the Internet.
- Not all equal in quality, reliability, or validity.
- Lack of professional interpretation of the results of such tests.

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